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USDA Forest Service
Southern Region

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**African
American
Emphasis
Program**

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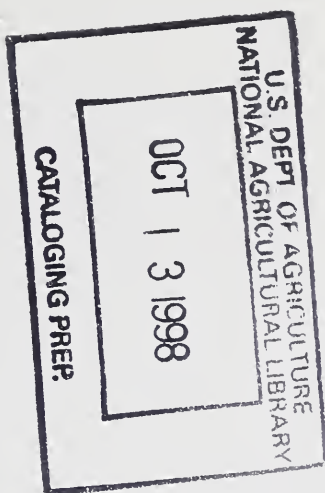
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What is the African American Emphasis Program? The African American Emphasis Program (AAEP) is a component of the total Civil Rights Program effort in the Southern Region. The AAEP is designed to enhance the relationships between the Forest Service and African Americans. The groundwork for the current AAEP can be traced in Federal history to many earlier efforts to assure the human and civil rights for all persons who live within this country. The Federal system has authorized focused efforts to assist and provide for the participation of certain groups.

The AAEP is one of several special emphasis programs.



Efforts to place African Americans in higher pay grades increases the average grade level of African Americans throughout the agency.



What is the purpose of the AAEP?

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The purpose of the AAEP is to involve African Americans in every program, benefit, and service offered by the Forest Service and USDA. The AAEP advocates the sharing of employment, procurement, access and recreation opportunities with members of the African American community. While the AAEP has a focus on employment, the primary purpose goes beyond the employment arena. Emphasis is placed on the continuing relationships between the Forest Service and the African American community in public land resources management and planning as required by Federal laws and regulations. Therefore, each Forest Service unit should establish its own contacts and positive working relationships within African American communities, groups, and organizations. Also, units should use every opportunity to establish and maintain effective contacts with Historically Black Colleges and Universities (HBCU's) which include the 1890 land-grant institutions.



The purpose of the AAEP is to involve African Americans in every program, benefit, and service offered by the Forest Service and USDA.

Are there employment goals for African Americans?

Yes, in all professional, administrative, technical, clerical, other and blue collar categories where an analysis shows that underrepresentation exists. This analysis is done annually as part of the region's Affirmative Employment Program (AEP). Pursuant to 29 CFR 1613.203, employment goals are established on the basis of underrepresentation levels and available opportunities.

Why do we need a special program for African Americans?

Although African Americans have made significant gains in government employment in the last two decades, they still show levels of underrepresentation in government employment compared to their representation in the civilian labor force. Therefore, affirmative steps are necessary to correct underrepresentation levels.

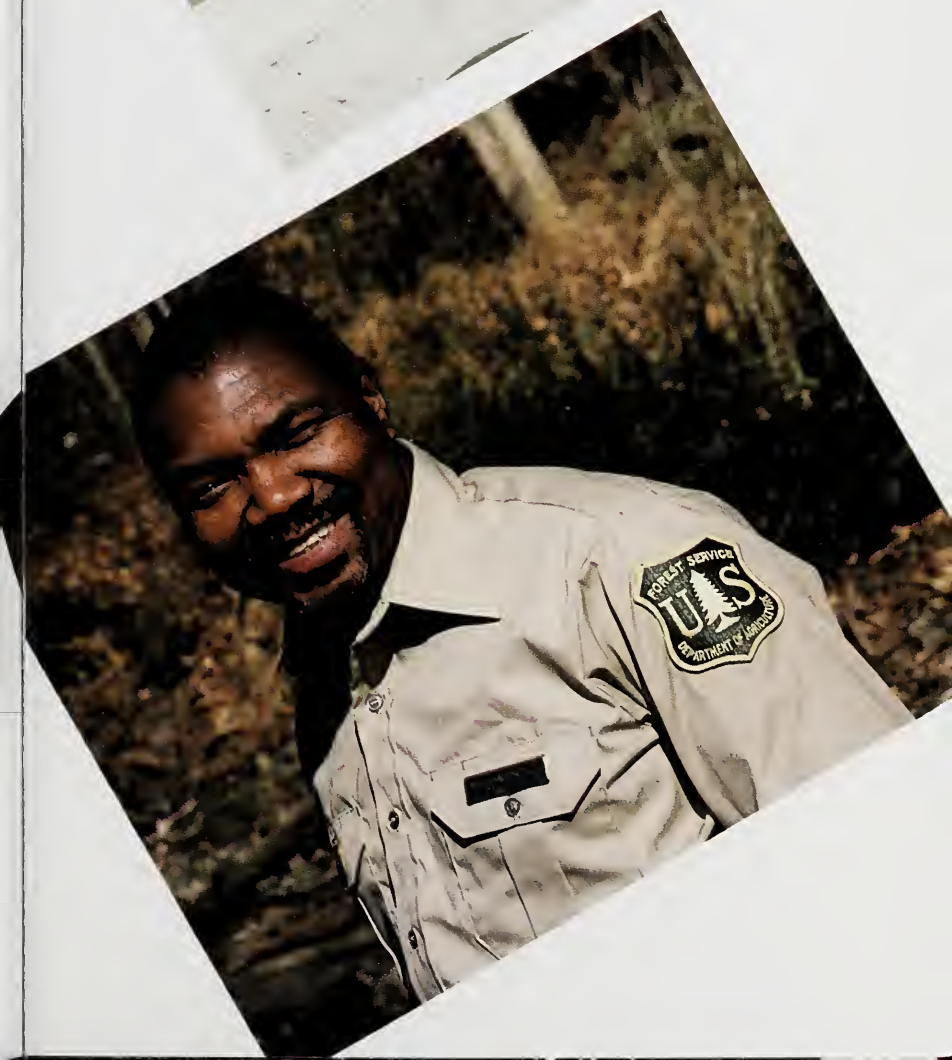
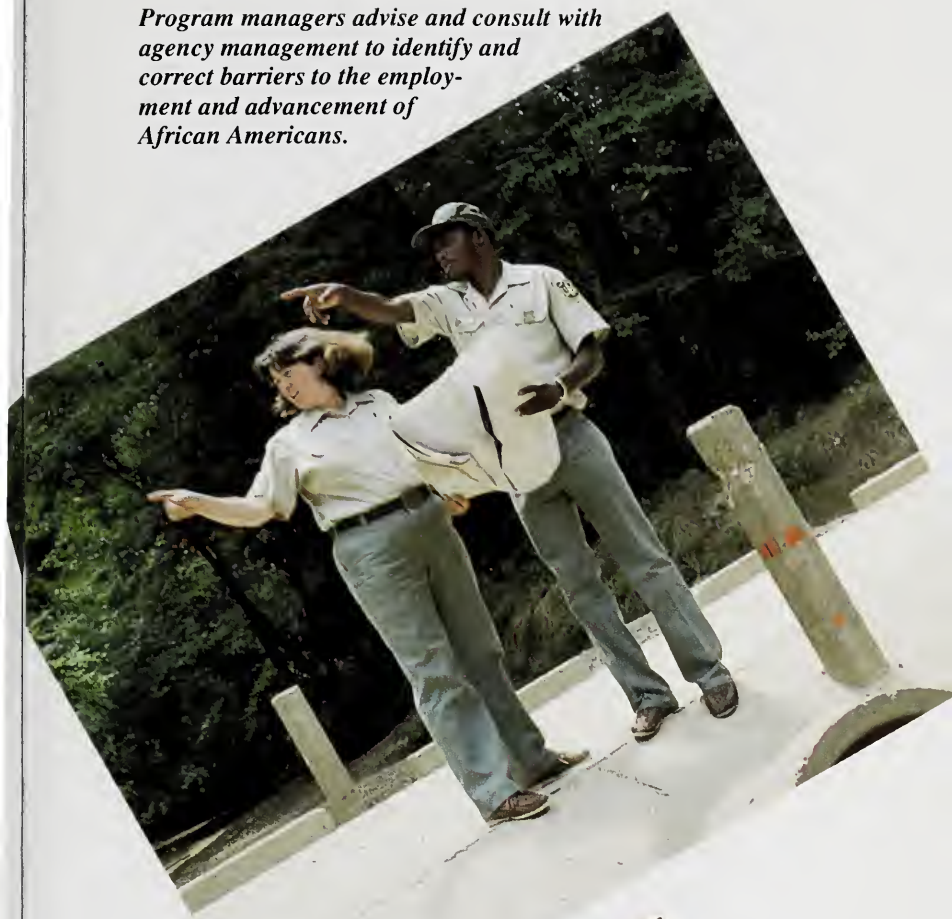
How does the AAEP work?

The AAEP's direction and guidance comes to each Forest Service unit from the chief's and regional forester's offices. Forest supervisors and district rangers are responsible for implementing program direction and following program guidance. The program provides for African American Emphasis Program Managers (AAEPM's) to advise and consult managers and supervisors about the operational needs of the AAEP. In addition, they focus on the complete range of issues, concerns, and opportunities that affect African American communities throughout the program's zones of influence.

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In the employment arena, the AAEPM has an added role. He or she analyzes the work force, identifies barriers to the employment and advancement of African Americans and develops possible solutions to suggest to the line officer (regional forester, forest manager, forest supervisors and district rangers). This analysis is done annually as part of the region's Affirmative Employment Plan (AEP). Managers and supervisors will then implement the policies resulting from line officers' directions on AAEP subjects.

Program managers advise and consult with agency management to identify and correct barriers to the employment and advancement of African Americans.





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Who are the AAEP manager's in the Forest Service, Southern Region, and forests?



In the locations listed below, they are:

Washington Office

Name

Telephone Number

Regional Office

Name

Telephone Number

Forest / District

Name

Telephone Number



For further information,
check your unit's AEP,
FSM 1700, FSH 1709.11,
or contact your unit's
civil rights office.

Telephone: 404/347-7358

FTS 404/347-7358



USDA Forest Service

Southern Region

1720 Peachtree Rd., NW

Atlanta, Georgia 30367-9102



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